



**Old North State Council, BSA**  
 1405 Westover Terrace, Greensboro, NC 27408  
 336-378-9166 • [www.csr.camp](http://www.csr.camp)



**Summer Camp 2024 Staff Application**  
**June 9 – August 3, 2024**

INSTRUCTIONS: Fill out the application completely accurately, and legibly. We will hold interviews on Saturday, December 23, 2023 and Saturday, January 6, 2024, at the Old North State Council Service Center, 1405 Westover Terrace, Greensboro. We will hold leadership team interviews on Saturday, December 2, 2023 at Cherokee Scout Reservation. Hiring decisions are made on a first-come, first-serve basis. Return your application to Camp Director Bud Harrelson at the address above or by email at [bud.harrelson@scouting.org](mailto:bud.harrelson@scouting.org). Camp Director Bud Harrelson can be contacted at [bud.harrelson@scouting.org](mailto:bud.harrelson@scouting.org).

**Basic Personal Information**

Full Name: \_\_\_\_\_ Preferred Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Email Address: \_\_\_\_\_ T-shirt size: \_\_\_\_\_

Which BSA Council are you currently registered in? \_\_\_\_\_

BSA ID Number: \_\_\_\_\_ Youth Protection Completion Date: \_\_\_\_\_

**Guardian 1 Name:** \_\_\_\_\_ **Relationship:** \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email Address: \_\_\_\_\_

**Guardian 2 Name:** \_\_\_\_\_ **Relationship:** \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email Address: \_\_\_\_\_

**Employment History**

**Present or Most Recent Employer:** \_\_\_\_\_ **Position:** \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Dates of Employment: \_\_\_\_\_

**Next Most Recent Employer:** \_\_\_\_\_ **Position:** \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Dates of Employment: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

**Personal References**

Name: \_\_\_\_\_ Relationship: \_\_\_\_\_ How Long Known? \_\_\_\_\_

Cell Phone: \_\_\_\_\_ Alternate Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Relationship: \_\_\_\_\_ How Long Known? \_\_\_\_\_

Cell Phone: \_\_\_\_\_ Alternate Phone: \_\_\_\_\_

**Scouting Experience**

Scout Registration: Unit Type: \_\_\_\_\_ Unit Number: \_\_\_\_\_ Highest Rank Obtained: \_\_\_\_\_

List any Special Awards / Honors Received: \_\_\_\_\_

Tenure (number of years registered) Youth: \_\_\_\_\_ Adult: \_\_\_\_\_ Current Leadership: \_\_\_\_\_

Prior Leadership: \_\_\_\_\_

Previous Camp Staff Experience (*list position(s), year(s), camp name(s)*): \_\_\_\_\_

Scout Training (*specify course(s) & year completed; include National Camping School, BSA Lifeguard, NYLT, etc*):

Other Training (*specify course(s) & year completed; include First Aid, CPR, EMT, NRA, ATV Safety Institute, ServSafe, CDL Driver's License, etc*):

Order of the Arrow Member? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, select one: Ordeal \_\_\_\_\_ Brotherhood \_\_\_\_\_ Vigil \_\_\_\_\_

**Scouting Skills/Knowledge**

Place a check mark beside each of your qualifications/skills below:

<b>Aquatics</b>		<b>Ecology &amp; Conservation</b>		<b>Handicraft</b>		<b>Science</b>		<b>Health &amp; Safety</b>	
<input type="checkbox"/>	BSA Lifeguard	<input type="checkbox"/>	Astronomy	<input type="checkbox"/>	Art	<input type="checkbox"/>	Animation	<input type="checkbox"/>	Disability Awareness
<input type="checkbox"/>	Canoeing	<input type="checkbox"/>	Bird Study	<input type="checkbox"/>	Basketry	<input type="checkbox"/>	Aviation	<input type="checkbox"/>	Emergency Preparedness
<input type="checkbox"/>	Kayaking	<input type="checkbox"/>	Environmental Science	<input type="checkbox"/>	Indian Lore	<input type="checkbox"/>	Chemistry	<input type="checkbox"/>	Fire Safety
<input type="checkbox"/>	Lifesaving	<input type="checkbox"/>	Forestry	<input type="checkbox"/>	Model Design	<input type="checkbox"/>	Crime Prevention	<input type="checkbox"/>	First Aid
<input type="checkbox"/>	Small-Boat Sailing	<input type="checkbox"/>	Insect Study	<input type="checkbox"/>	Photography	<input type="checkbox"/>	Digital Technology	<input type="checkbox"/>	Personal Fitness
<input type="checkbox"/>	Swimming	<input type="checkbox"/>	Mammal Study	<input type="checkbox"/>	Pottery	<input type="checkbox"/>	Fingerprinting	<input type="checkbox"/>	
<input type="checkbox"/>		<input type="checkbox"/>	Nature	<input type="checkbox"/>	Sculpture	<input type="checkbox"/>	Programming	<input type="checkbox"/>	<b>Program (General)</b>
<input type="checkbox"/>		<input type="checkbox"/>	Reptile & Amphibian Study	<input type="checkbox"/>	Wood Carving	<input type="checkbox"/>	Nuclear Science	<input type="checkbox"/>	Leading Games
<input type="checkbox"/>		<input type="checkbox"/>	Space Exploration	<input type="checkbox"/>		<input type="checkbox"/>	Robotics	<input type="checkbox"/>	Leading Songs
<input type="checkbox"/>	<b>Outdoor Skills</b>	<input type="checkbox"/>	Weather	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
<input type="checkbox"/>	Camping	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	Prayer/Worship Service
<input type="checkbox"/>	Cooking	<input type="checkbox"/>		<input type="checkbox"/>	<b>Trade Skills</b>	<input type="checkbox"/>	<b>Leadership</b>	<input type="checkbox"/>	Campfire Programs
<input type="checkbox"/>	Fishing	<input type="checkbox"/>		<input type="checkbox"/>	Auto Mechanics	<input type="checkbox"/>	Citizenship	<input type="checkbox"/>	
<input type="checkbox"/>	Geocaching	<input type="checkbox"/>	<b>Shooting Sports</b>	<input type="checkbox"/>	Farm Mechanics	<input type="checkbox"/>	Communications	<input type="checkbox"/>	Bugling
<input type="checkbox"/>	Signs, Signals & Codes	<input type="checkbox"/>	Archery	<input type="checkbox"/>	Electricity	<input type="checkbox"/>	Scouting Heritage	<input type="checkbox"/>	Play a musical instrument
<input type="checkbox"/>	Wilderness Survival	<input type="checkbox"/>	Rifle Shooting	<input type="checkbox"/>	Home Repair	List any other camp-related qualifications you may have:			
<input type="checkbox"/>	Knot Tying	<input type="checkbox"/>	Shotgun Shooting	<input type="checkbox"/>	Metalwork				
<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	Plumbing				
<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	Welding				
<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	Woodworking				

**Positions**

In the space provide below, indicate the first, second, and third choice positions you are applying for. Please note the minimum age requirements. **All applicants must be at least 15 years of age and at least First-Class rank.**

**Position/Minimum Age**

Assistant Camp Director (25)	Scoutcraft Director (18)	Leadership Director (18)
Program Director (21)	Scoutcraft Instructor (15)	Leadership Instructor (16)
Commissioner (18)	Trade Skills Director (21)	Handicraft Director (18)
Provisional Scoutmaster (21)	Welding Director (18)	Handicraft Instructor (15)
Asst. Prov. Scoutmaster (21)	Welding Instructor (16)	Shooting Sports Director (21)
Office Manager (18)	Auto Mechanics Director (18)	Shooting Sports Instructor (21)
Trading Post Manager (21)	Auto Mechanics Instructor (16)	Archery Instructor (18)
Assistant Trading Post Manager (18)	Woodworking Director (18)	ATV Director (21)
Trading Post Associate (16)	Woodworking Instructor (16)	ATV Instructor (18)
Food Services Manager (21)	Aquatics Director (21)	Metalwork Director (18)
Assistant Food Services Manager (21)	Assistant Aquatics Director (18)	Metalwork Apprentice (16)
Dining Hall Steward (16)	Aquatics Instructor (16)	Floating Instructor (16)
Cook (21)	Ecology & Conservation Director (18)	OA Representative (18)
Dining Room House Manager (21)	Ecology & Conservation Instructor (15)	Photographer/Multimedia Coordinator (16)
Health Officer (21)	F.R.O.G.S. Director (18)	Chaplain (21)
Health & Safety Director (18)	F.R.O.G.S. Instructor (15)	
Health & Safety Instructor (15)	STEM Director (18)	
Assistant Ranger (18)	STEM Instructor (15)	

First-Choice Position of Interest: \_\_\_\_\_ Desired Salary Range: \_\_\_\_\_

Second-Choice Position of Interest: \_\_\_\_\_ Desired Salary Range: \_\_\_\_\_

Third-Choice Position of Interest: \_\_\_\_\_ Desired Salary Range: \_\_\_\_\_

**Availability**

In the spaces below, indicate your availability for the upcoming camping season. In order to have maximum staffing coverage, which allows us to deliver a safe, high-quality experience for our campers, we encourage all applicants to plan their personal schedules around the summer camp season. **Priority consideration will be given to applicants who are available for the entire season. NOTE: Staff Week training is mandatory.** Any questions about the summer camp schedule should be directed to Camp Director Bud Harrelson at [bud.harrelson@scouting.org](mailto:bud.harrelson@scouting.org).

- \_\_\_\_\_ Staff Week: June 9 – 15
- \_\_\_\_\_ Week 1: June 16 – 22
- \_\_\_\_\_ Week 2: June 23 – 29
- \_\_\_\_\_ Week 3: June 30 – July 6
- \_\_\_\_\_ Week 4: July 7 – 13
- \_\_\_\_\_ Week 5: July 14 – 20
- \_\_\_\_\_ Week 6: July 21 – 27
- \_\_\_\_\_ Week 7: July 29 – August 3
- \_\_\_\_\_ Available ALL Eight Weeks

It is important that you list any potential absences (e.g. Philmont, Northern Tier, Summit, school and religious trips, and doctor’s appointments). If you are unsure of the date(s) of prior commitments, please approximate which week(s) you will be unavailable. Some positions (such as area directors and leadership team members) require full attendance in order to be considered for employment. **NOTE: Staff Week training is mandatory.** List any special consideration below.

**Personal Statement**

Please comment briefly on why you want to work at Cherokee Scout Reservation. **All applicants, new and returning, should answer this question.**

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## Equal Employment Statement

The Old North State Council, Boy Scouts of America is committed to equal employment opportunity and compliance with all applicable federal, state, and local laws that prohibit workplace discrimination and unlawful retaliation, such as those that prohibit discrimination on the basis of race, color, national origin, religion, age, sex (including pregnancy, childbirth, breastfeeding, or related medical condition), gender, sexual orientation, gender identity, marital or familial status, genetic information, citizenship status, protected activity (such as opposition to or reporting of prohibited discrimination or harassment), or any other status or classification protected by applicable federal, state, and/or local laws. This policy of equal employment opportunity applies to all aspects of the employment relationship, including without limitation advertising, recruiting, hiring, training, evaluation, promotion, transfer, work assignments, compensation, benefits, disciplinary action, termination, or any other term, condition, or privilege of employment.

## Declaration of Religious Principle

The BSA maintains that no member can grow into the best kind of citizen without recognizing an obligation to God. In the first part of the Scout Oath or Promise the member declares, "On my honor I will do my best to do my duty to God and my country and to obey the Scout Law." The recognition of God is necessary to the best type of citizenship and is a wholesome precept in the education of the growing members. No matter what the religious faith of the members may be, this fundamental need for good citizenship should be kept before them. The Boy Scouts of America therefore recognizes the religious element in the training of its members, but it is absolutely nonsectarian in its attitude toward that religious training. Its policy is that the home and the organization or group with which the member is connected shall give definite attention to religious life. Only persons willing to subscribe to these declarations of religious principles and the Scout Oath and Law shall be entitled to certificates of leadership in carrying out the Scouting program – *Rules and Regulations of the Boy Scouts of America*, article VII, section 4, clause 2(c).

## Employment Preconditions

As preconditions of employment, Old North State Council, BSA camp staff applicants must agree to:

- Become a registered member of the Boy Scouts of America,
- Have and wear appropriate uniforms for summer camp and comply with the Old North State Councils' standards of personal appearance,
- Provide a current medical examination, prior to camp, using the BSA Annual Health and Medical Record (Parts A, B, & C), and
- Complete all required pre-camp training.

## Employment Notices

- Applicants are not required to give any information on this form that is prohibited by federal, state, or local law.
- In accordance with the BSA National Camp Accreditation Program, the minimum age requirement for summer camp employment is 15-years-old by the start of camp.
- Applicants must be a registered member of the Boy Scouts of America or agree to become a registered member before employment may be offered. The applicant is responsible for the registration fee.
- The BSA will conduct background checks on all applicants.
- In keeping with BSA standards, random drug screening may be conducted during the course of the summer for camp staff members. Signing this application gives acknowledgement and compliance with this policy.
- A staff member's salary amount is based on position responsibility with consideration given to the individual's experience and qualifications. Salaries are confidential and should not be disclosed to other applicants.
- Days off may be given during the employment period for Scouting, school, or religious trips only. **Family vacations are not permitted during the employment period.** Documentation of the purpose of time off is required before it is granted. The camp director has final authority in granting all time off.
- According to the BSA National Camp Accreditation Program, before a job offer and contract can be offered, an applicant must complete an interview.
- Job offers are issued virtually through a secure, onboarding program called WorkBright. You will submit all of your hiring paperwork and training documentation via WorkBright.

I hereby make application for summer employment. In accordance with the principles of the Boy Scouts of America, I promise to subscribe to the Scout Oath, Scout Law, and Declaration of Religious Principle. I agree to the preconditions of employment as set forth above. I agree to be loyal to and cooperate fully all Boy Scouts of America policies, programs, and management. I understand a personal interview is required before employment will be granted. I understand that completing this application does not guarantee employment.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I authorize all previous employers, schools, and all other references to furnish the information requested. I hereby declare that the information provided by me in this application for employment is accurate and complete to the best of my knowledge. I understand that employment is at the will of the Old North State Council, Boy Scouts of America and any falsification or misrepresentation in this application is cause for discharge.

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Applicant's Signature

Date

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Guardian's Signature (if under 18)

Date

**NOTE: All first-time applicants are required to submit two reference forms with the application. One of the reference forms must be completed by the applicant's unit leader (Scoutmaster, Crew Advisor, Ship Skipper, Post Advisor).**

Return the completed application to: Bud Harrelson, Old North State Council, 1405 Westover Terrace, Greensboro, NC 27408 or [bud.harrelson@scouting.org](mailto:bud.harrelson@scouting.org)



**Summer Camp Staff Reference Form**  
**Old North State Council, BSA**  
 1405 Westover Terrace, Greensboro, NC 27408  
 336-378-9166



**Applicant's Name:** \_\_\_\_\_

As part of the summer camp program of the Boy Scouts of America, the Old North State Council offers summer resident camping experiences for youth ages 10 through 18. The success of these programs is due in large part to the camp counselors the Old North State Council hires. With your help, we hope to hire people of good character who can be entrusted with the responsibility of working with young people and leaders participating in our programs. We appreciate your frank and careful evaluation of the applicant named at the top of the page. Feel free to email Camp Director Bud Harrelson at [bud.harrelson@scouting.org](mailto:bud.harrelson@scouting.org) if you have any questions.

Please evaluate this person in each of the following areas by placing a CIRCLE around the appropriate phrase:

<b>ATTITUDE</b>	Very Enthusiastic	Enthusiastic	Generally Positive	Passive	Poor
<b>PERSONALITY</b>	Charismatic	Outgoing	Pleasant	Passive	Objectionable
<b>MATURITY</b>	Very Mature	Mature	Average	Immature	Childish
<b>LEADERSHIP</b>	Excellent	Very Good	Good	Fair	Poor
<b>INITIATIVE</b>	Resourceful	Attentive	Average	Unmotivated	Lazy
<b>ABILITY TO COMMUNICATE</b>	Excellent	Very Good	Good	Fair	Poor
<b>INTEGRITY</b>	Trustworthy	Reliable	Generally Reliable	Untrustworthy	Unreliable
<b>JUDGEMENT</b>	Excellent	Very Good	Good	Fair	Poor
<b>RESPONSIBILITY</b>	Excellent	Very Good	Good	Fair	Poor
<b>APPEARANCE</b>	Well Groomed	Neat	Careless	Sloppy	Poor Grooming

What, in your estimation, is this person's greatest quality?

What, in your estimation, can this person improve upon?

**Recommendation for Employment:**      Highly recommend \_\_\_\_\_ Recommend \_\_\_\_\_ Do not recommend \_\_\_\_\_

In what capacity do you know this person? \_\_\_\_\_  
 (Examples include Scoutmaster, teacher, pastor, employer, etc.)

How well do you know this applicant?      Very well \_\_\_\_\_ Rather well \_\_\_\_\_ Casually \_\_\_\_\_ Very little \_\_\_\_\_

Reference Name (Please print): \_\_\_\_\_

Phone: \_\_\_\_\_ Email address: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please use the back of this sheet, if necessary, for additional comments.

**NOTE: All new camp staff applicants must submit 2 references with their application. One must be from the applicant's Scoutmaster, Crew Advisor, Ship Skipper, or Post Advisor.**

Return the completed recommendation to: Bud Harrelson, Old North State Council, 1405 Westover Terrace, Greensboro, NC 27408 or [bud.harrelson@scouting.org](mailto:bud.harrelson@scouting.org)